

# COUNTY NEWS



PUBLISHED FOR EMPLOYEES OF THE COUNTY OF SAN DIEGO

January 2008

## 61 Help the County Do It Better By Suggestion

A pillar of the County's work ethic is to achieve Continuous Improvement, and accomplishment of that goal was recognized over and over again at the Board of Supervisors' recent annual DIBBS ceremony.

The Do It Better By Suggestion (DIBBS) event on Dec. 12 recognized County employees whose suggestions have improved County operations. The implementation of their ideas has resulted in a total savings of \$194,343, both in reduced costs and increased productivity.

Chairman of the Board of Supervisors Ron Roberts presided over the ceremony, awarding \$14,530 to 61 employees who cumulatively had submitted 73 suggestions. "Across the nation...organizations are faced with the need to do more with less," said Chairman Roberts. "We know we're doing it more efficiently here. Every performance indicator we have shows us that."

Supervisor Greg Cox was happy to congratulate the winners at the ceremony, and said that "DIBBS is

a valuable program because it encourages efficiency and cost savings, which is a benefit to the taxpayers. But it also rewards employees for being innovative and for thinking about how they can provide better services to the public."

The employee whose suggestion resulted in the highest tangible savings was Kathleen Bute, an Administrative Analyst with the Department of Public Works. Bute's suggestion, "Consolidating Mail Stops," saved the County \$18,936 and netted her an award of \$2,740.

The other high measure of DIBBS savings was achieved by two employees from the Department of Environmental Health. Vector Control Technicians Chris Wickham and Steve Rivera saved the County \$58,416 in productivity and shared a \$1,000 award as a result of their innovation, "Aerial Application of Mosquito Larvicides."

Since its inception in 1958, the DIBBS program has saved the County over \$30 million.



DIBBS honorees Tracy Andreacola, Erica Miller and Tara Morris from the Library.

## ROV Calls First DIBBS on Innovation

Of the 61 recent DIBBS honorees, 14 were from just one department: the Registrar of Voters (ROV).



Election Processing Supervisor Holly Davidson said she believes her department generated so many DIBBS suggestions this year despite being a smaller unit within the County because "We are always open to change, and our staff is so dedicated."

Added Departmental Personnel Officer Monica Garcia, "This is the biggest group that we've ever had. Our supervisors are good about creating that team spirit, encouraging employees to bounce ideas off of each other."

At least three of the department's winners can attest to the value of such teamwork. Office Support Specialists Sharon Luke and Olympia Lara, along with Election Worker Specialist Elizabeth Faust-Wilson, were able to save the County \$15,570 by simplifying the coding on poll workers' payroll forms. Luke initially suggested that the form be modified so that it was easier to input. Faust-Wilson and Lara then came on board and helped develop and implement the new process, saving many staff hours for the ROV in the long run.

A unique process that takes place after every election contributes to that collaborative spirit, explained Norma Westbrook, a Supervising Office Assistant. "The whole department does an 'election review' to discuss ways to make things more efficient, how to always do it better," reflected Westbrook, adding that "Each of the DIBBS improvements recognized today will help us run the three elections [in 2008] more effectively."

## News Briefs News Briefs

### Sheriff Hosts Open House

The Sheriff's Department is hosting an open house for anyone interested in a law enforcement career. Sheriff's Deputies will be on hand to discuss the hiring process, qualifications, benefits, career advancement and the academy.

All are welcome on Jan. 31 from 6:00-8:00 p.m. at the San Diego Sheriff's Department at 9621 Ridgehaven Court. For more information, contact Deputy Laura Legler at [laura.legler@sdsheriff.org](mailto:laura.legler@sdsheriff.org) or (858) 974-2336.

### County Library Seeks ESL Volunteer Tutors

The County Library's Adult Literacy Program, known as L.E.A.R.N., has partnered with the Laubach Literacy Council of San Diego County to host two training sessions for English as a Second Language (ESL) tutors. Prospective tutors will volunteer their time to teach English to San Diego immigrants from various areas of the world. Following the training, tutors and students will meet in pairs or small groups at County Library branches or Laubach Centers.

The tutoring workshops will be given on two consecutive Saturdays, Feb. 9 and Feb. 16, from 10:00 a.m. to 4:00 p.m. at the Ray & Joan Kroc Salvation Army Community Center, Bldg. A, 6605 University Ave., San Diego, CA 92115. Both sessions are required for tutors and are free of charge.

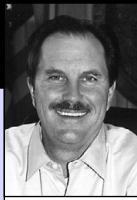
ESL tutoring or instruction is currently held in the following County Library branches: Bonita, Casa de Oro, Descanso, El Cajon, Julian, Lakeside, Potrero, Ramona, Solana Beach, Spring Valley and Vista, and other branches are expected to follow. For more information, contact Dr. Charles Ross of Laubach at (619) 442-1481 or [intgallery@aol.com](mailto:intgallery@aol.com).

### HCD's Efforts Garner \$5 Million in Aid for Homeless County Residents

The Department of Housing and Community Development recently announced a \$5.2 million award from a federal agency to fund both permanent and temporary housing for homeless people within the County.

Local projects that will be supported by the U.S. Department of Housing and Urban Development grant include beds and services for the severely mentally ill, veterans, women and children impacted by domestic violence, homeless youth and the disabled. In addition to two new sheltering projects, the grant will provide renewed funding to 23 ongoing projects throughout the County.

(News briefs continued on Page 3)



## In Walt's Words

### Caroling Contest Winner

I hope that everyone had a wonderful Christmas and a happy New Year's celebration as well. Now, as we return to the office and get back into the swing of things, I have one last bit of holiday merriment to share. Without much further ado, here it is—the winner of the holiday song contest.

Randy Ford, a District Park Manager with the Department of Parks and Recreation, was the winning song (re)writer. In fact, his submission was the very first one I received. His rendition of "Here Comes Santa Claus" was called "Visit Parks and Rec," and indeed I was pleased to join Randy and his colleagues this past week for a visit.



CAO Walt Ekard congratulates Parks and Rec's Randy Ford on his winning caroling contest entry.

Here are the lyrics to Randy's winning entry:

#### "Visit Parks and Rec"

*Visit Parks and Rec!  
Visit Parks and Rec!  
Housed on Chesapeake Drive!  
Automated reservations or  
professionals are talking to you live.  
Phones are ringing, campers singing;  
making everything right.  
Gas your RV and pack your sleeping bag,  
'Cause you'll be camping tonight.*

*Visit Parks and Rec!  
Visit Parks and Rec!  
Housed on Chesapeake Drive!  
The natural environment waits  
for all who want to play outside.  
Breathe fresh air and see those stars,  
Believe with all your might.  
Sit by the fire, s'mores in hand,  
'Cause memories are built tonight.*

While all of the submissions were creative, two others also uniquely stood out. My favorite runner-ups were "Here Comes Sandy Crud" by George Brewster with the Office of County Counsel and "Who Needs Santa Claus" by Peggy Kunsman with HHSA's Child Welfare Adoption Services, respectively. Their witty and thoughtful lyrics follow for your enjoyment, but I'd also like to make an observation about the three contest winners as a whole.

(Continued on Page 3)

## Caroling Contest Winner cont.

These three songs showcase the incredible spectrum of work that the County does, whether by maintaining beautiful parks and public resources, monitoring environmental and land use issues or caring for the well-being of children in need.

I received contest entries about the joys of collecting taxes, restaurant inspections, working with youth on probation and everything in between. It put a smile on my face to read about employees' admiration of their colleagues and supervisors and to hear about the pride you take in your jobs. I hope that each of you will approach the new year with the same motivation and dedication you have shown this past year, and wish everyone all the best in 2008.



Walt Ekard  
Chief Administrative Officer

### "Who Needs Santa Claus" (A song sung by children adopted through San Diego County)

*Here comes Santa Claus  
Here comes Santa Claus  
Coming down Santa Claus Lane*

*When we've got Child Welfare  
Adoptions Social workers  
Easing sorrow and pain!*

*Finding safe and loving homes  
For our children who'r in need  
With love and nurture  
that's forever  
This! Their chosen deed!*

*There goes Santa Claus  
Who needs Santa Claus  
It's Christmas all year long  
Child Welfare Services  
Adoptions Social workers  
With them, we can't go wrong*

*They do their best, they never rest  
It's good; it's love; it's right.  
No need to jump in bed  
and cover your head  
We don't care if Santa  
comes tonight!*

Lyrics by Peggy Kunsman,  
Legal Support Assistant

### "Here Comes Sandy Crud"

*What's that water flow?  
Where does the fluid go?  
Right down household drains.*

*Fix'ins and mix'ins and  
all that garbage  
Are clogging things again.  
Birds are choking,  
fish are croaking;  
All is murky with blight.  
Hang your head  
and say your prayers,  
'Cause the drainage  
ain't right tonight.*

*What's the legal cause?  
Where's the legal clause?  
Who should take the blame?*

*San Diego River's overflowin'  
But not with fish and game.  
Lawsuits flying, lawyers crying  
Oh what a messy display.  
Next big rain, I'd say stay away from  
Swimming in Mission Bay!*

Lyrics by George Brewster,  
Senior Deputy County Counsel

## News Briefs News Briefs

### Reminder to Recycle

Do you live in the unincorporated county and want more information on recycling, or how to get rid of old paint, batteries, motor oil, or your old electronics?

Call 1-877-R-1-EARTH (1-877-713-2784), the County of San Diego's Toll Free Recycling and Household Hazardous Waste Hotline or online at [www.wastefreesd.org](http://www.wastefreesd.org). The hotline is operated by I Love A Clean San Diego, and connects unincorporated-area residents and businesses to recycling and disposal options throughout the county. The hotline is staffed by bilingual (English/Spanish) representatives, Monday through Friday from 8 a.m. to 5 p.m. and on Saturdays from 9 a.m. to 1 p.m. Residents and businesses in the City of San Diego can call 858-694-7000. Surrounding cities can call I Love A Clean San Diego's Recycling Hotline at 1-800-237-BLUE.

If you want to learn more about recycling programs for County offices including toner cartridges, paper, bottles and cans, and other materials, visit <http://cww.dpw/recycling.html>.

### Sheriff's Department Re-Opens Day Camp for At-Risk Youth

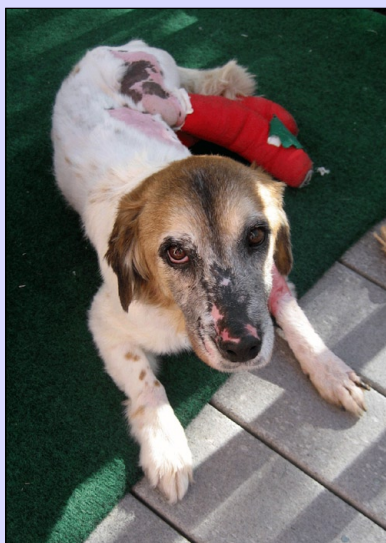
For the first time in three years, the Sheriff's Adolescent Group Adventure (SAGA) camp hosted a group of high school students at Camp Mataguay in December. Nineteen students from Abraxas High School engaged in physical challenges through the Challenging Outdoor Personal Experience (COPE) course, helping to build their self-esteem while developing teamwork and problem-solving skills. While Abraxas High School and the Boy Scouts of America provided funding for the COPE course, which had been closed while undergoing major renovations to ensure participants' safety, the Sheriff's Juvenile Unit provided staff, planning, design and construction coordination. The Sheriff's Department hopes to offer SAGA to all high schools in the County and to run the course at least once per month.

### 80,000 Residents Register Cell Phones for Emergency Alerts

During the recent wildfires, officials urged residents to register their cell phones through [www.alertsandiego.org](http://www.alertsandiego.org), and 80,000 residents have done so thus far. San Diego's new reverse 9-1-1 emergency mass notification system alerts residents who are threatened or impacted by an emergency, including landlines and unlisted numbers. By registering their cell phones through AlertSanDiego, residents can receive mobile alerts while they are away from their homes.



## A New Home and Renewed Health for Bernie and Other Shelter Animals



*Bernie relaxing at his new home.*

Many County employees were touched by a story in November's edition of *County News*, "Animal Services' Heroic Efforts Saved 30 Burned Animals and Thousands of Others," and wanted to know more about the status of an especially friendly Labrador mix found near Highway 78 in Ramona. The dog's name is Bernie, and he was severely burned in the Witch

fire. Bernie was first treated by the Department of Animal Services and was then transferred to Veterinary Specialty Hospital in Sorrento Valley to receive state-of-the-art skin replacement treatment.

The treatment Bernie has received is typically applied to human burn victims. A blood sample is taken, and advanced technology separates the blood to create a

special platelet gel. Medical staff then coat the victim's burn wounds with the gel to help cells regenerate, while minimizing the risk of infection. Bernie progressed well; the initial treatment was successful, and his injuries did not require a second skin graft. A local drug company called Perfusion Concepts donated the therapeutic product and the Hospital donated the extensive staff time and supplies contributing to Bernie's recovery.

While treating him, staff at the Veterinary Specialty Hospital became very attached to Bernie. One of the veterinarians at the hospital adopted him, and Bernie now has a permanent home with Dr. Steve Hill and his wife, Barb. The Hills report that Bernie "has taken over the house and is quite the guard dog," and that he has settled in very well at his new home.

As for the other burned animals taken in by Animal Services, Director Dawn Danielson reports that 277 have been claimed by their owners and returned home. Eighty-nine animals were not claimed; 83 of those animals have been adopted while six remain at the shelters. Aside from the extraordinary care provided by her own staff, Danielson credits the Friends of County Animal Shelters (FOCAS), which has spent in excess of \$15,000 to help cover the costs of treating the more severe burn cases through specialized veterinary care like that which Bernie received.

## Election Center 2008

### ROV Needs More Poll Workers for Primary

The Registrar of Voters is seeking more poll workers to monitor and support voters at polls throughout the County on February 5. Employees who are registered voters can serve at the polls without taking vacation time and may attend poll worker training during regular work hours. Additionally, all poll workers are paid a \$75-\$150 stipend depending upon their assignment.

Bilingual poll workers receive an additional \$15 in

compensation; those speaking both English and Filipino, Spanish or Vietnamese are particularly needed.

Those employees not available to work the primary election on February 5 are encouraged to consider working the traditional Direct Primary on Tuesday, June 3 and the Presidential General on Tuesday, November 4.

Contact Jean Vukotich at (858) 694-3419 for more information.

#### Board of Supervisors

Greg Cox, District 1  
Dianne Jacob, District 2  
Pam Slater-Price, District 3  
Ron Roberts, District 4  
Bill Horn, District 5  
Chief Administrative Officer  
Walter F. Ekard

*County News* is published for the 17,000 employees of the County of San Diego. The newsletter is available online at [www.sdcountry.ca.gov/dmpr](http://www.sdcountry.ca.gov/dmpr) (click on "Employee Newsletter") or via the County's Intranet at CWW. This information is available upon request in alternative formats for persons with disabilities.

#### To contact *County News*:

Nicole Ossola, Editor  
Phone: (619) 595-4645  
Fax: (619) 557-4027  
Mail: 1600 Pacific Highway, Rm 208  
San Diego, CA 92101 (MS A-359)  
E-mail: [CountyNews@sdcountry.ca.gov](mailto:CountyNews@sdcountry.ca.gov)  
Volume 30, No. 1 - January 2008

# COUNTY NEWS *Extra*

## Environmental Scan Helps Set County On Course

Many employees have long-term goals they are working toward – paying off the mortgage, helping a son or daughter through college or saving for a relaxing retirement. The County has long-term goals as well, ones that impact the entire community and how taxpayers' money is spent. Because County government touches so many lives, clearly spelling out organizational goals in a defined plan is crucial.

A team called the Strategic Planning Support Team (SPST), representing all five County groups, develops the County's goals in what is called the "Strategic Plan." This plan is a road map for what the County wants to accomplish in the years ahead and is approved by both the CAO and GMs. As many of you know, the Strategic Plan is the critical first step in the General Management System.

The SPST tackles the tough job of answering some serious questions:

- How does the outside environment affect the County's ability to function?
- What events beyond County control may affect service demand? Or funding?
- What are the internal and external risks to the County?
- What changes are occurring in the regional socio-economic trends that may affect the County?

To answer the questions, the team performs an analysis called an environmental scan. County and regional experts analyze those questions as they relate to a wide range of issues that impact the community such as demographic trends, the economy, health issues, public safety and even politics.

As if that isn't enough to think about, the team also has to look at what is going on at the state and federal levels – decisions that can impact County operations such as budgets, elections, health care reform and new regulations.

After doing the environmental scan, the team reviews it to identify the County's Strengths, Weaknesses, Opportunities and Threats (SWOT) in relation to the major issues. By fine-tuning the environmental scan and using it to develop the Five-Year Strategic Plan and Financial Forecast, the County can best guide its resources to reach the long-term goals of our community.

With this year's environmental scan recently completed, what does the County foresee in the future?

Here is a look at some of the interesting trends and challenges ahead:

- The most population growth is expected in the City of San Diego, Chula Vista, Carlsbad, San Marcos and the unincorporated areas of the County.
- Interstate 15 will get even busier as about 100,000 households settle right outside the County boundaries through the year 2030.
- A good university system attracts a lot of businesses, but the high cost of living may drive 20-to-30 year olds out of the area, making it tough for employers to hire young workers.
- Technology is changing expectations – the public and County employees want information faster and in a wider variety of formats.
- One place you may not be getting your information is in the newspaper – circulation was down for every newspaper in America last year except for *USA Today* and *The Wall Street Journal*.
- Rising healthcare costs combined with lack of savings is motivating some baby boomers to delay retirement, creating a generation gap with younger workers.
- There is a different kind of gap in firefighting. The face of the force is changing as baby boomer firefighters retire, taking the history of the department with them and leaving a younger management pool.
- Streamlined law enforcement investigation methods and growing use of DNA analysis may lead to more defendants identified and the need for additional law enforcement and legal resources.

# COUNTY NEWS *Extra*

## Shelter Worker Program Proves More Than Worth Employees' While

During the first few days of the 2007 wildfires, the County's ability to open and operate a shelter at the Del Mar Fairgrounds proved invaluable as American Red Cross resources were stretched to the limit. At the peak of the emergency, the County-run Fairgrounds shelter was a safe haven for nearly 3,000 individuals and 2,500 animals. Such a successful shelter operation may not have been possible were it not for a unique program implemented only six months before the blazes.

The Office of Emergency Services (OES) and the Health & Human Services Agency (HHSA) recognized that as many trained and reliable volunteers as possible would be needed to handle humanitarian efforts during a local crisis. The agencies jointly presented the Board of Supervisors with a plan to train County employees as volunteer shelter workers and received approval. In April 2007, nearly 200 employees volunteered to train at two separate workshops: one for Shelter Workers in general and one for Shelter Managers. While the October fires burned and over 515,000 residents were advised to evacuate their homes, trained employees put their preparation to good use by supporting evacuees throughout the County.

Heather Dauler, a Project Manager within the Public Safety Group, was called in as a Shelter Manager at Del Mar. "My biggest challenge," she said, "was controlling the amount of people who wanted to volunteer and bring in donations. We had so many volunteers show up to Del Mar that we asked everyone to write down their name and phone number, so we could call them if we needed them. We had five pages of names within about 48 hours!"

One specific lesson Dauler garnered from her volunteer training was simply to "Be calm and use your common sense!"

County employee Michelle Gay also reported to Del Mar, rather than to her usual position as a Records & Identification Clerk with the Sheriff's Department. Gay said that she used "just about all the information given to me during the Shelter Manager Training."

She went on to describe the myriad of considerations that staff had to take into account while sheltering evacuees. "The first day we had to organize...One of the things that we did not get to do was have the shelter set up before people began to arrive because of the reverse 911 [calls] and the knowledge that people gained during the 2003 fires. We set up three buildings. One was for people that needed medical staff to take care of them; one for people and their pets; and one for people without pets. When we arrived at the shelter, people were with their pets,

and to make a stressful situation less stressful we did not have them put their pets outside. We also set up a play area for the children to get their minds off of the fire and act like kids."

Staff kept televisions on constantly to provide evacuees with information about the fires and also managed the media, who wanted to come inside the shelter and film the evacuees. "We were tough...we needed to respect the privacy of the people in the shelter," said Gay.

"I am so glad that I was able to help so many people... just to make their day a little easier," reflected Gay. Aside from the best-laid plans and preparations, she added that "what really makes the shelter run are the people in the community that come together and lend their neighbors a hand when they need one."

OES Public Information Officer Holly Crawford said, "Our County shelter workers did an incredible job, utilizing every ounce of the training provided to them. I hope they will never have to rely upon those skills again, but if they do, they will be prepared and, hopefully, so will even more County employees."



Shelter Manager Michelle Gay called this "the picture that said it all."



**The Staff of the Central Shelter (Animal Services)** was thanked for helping a family find the perfect dog. "We adopted our new family member from the Central Shelter and couldn't be happier with our decision."

"Our family has really fallen in love with our dog. Thank you for helping with the process of finding her. The whole process was so easy and reassuring. It could not have been easier."

**Paula Dewart (Agriculture, Weights & Measures)** received a letter of "heartfelt gratitude" from a local ranch for her part in "saving our precious animals from an agonizing end" during the fires.

"Without your assistance of escorting our feed trucks and ranch workers in and out of Ramona, we would not have been able to properly care for our livestock. Please know how much we appreciate your compassion."

**Celina Villa (Marriage Room/ARCC)** received a letter of gratitude from a family who said she was "a great person."

"We are so happy that she was able to do my child's wedding and she was understanding with the Webcast...I can't thank your office enough for this or Celina."

**Liz Pozzebon, Laura Costello and Brad Larson (Food & Housing/Environmental Health)** were congratulated by the owners of a popular restaurant for their guidance and positive feedback during the inspection process.

"We have been in the business for 16 years and never saw the department so organized and willing to guide the businesses in the right direction. Our inspectors, Laura and Brad, are always very thorough in explaining with literature and their own knowledge."

**Kathleen Lee and Carl Davis (Public Defender)** received a letter from a grateful mother "for taking such time and care in finding such an extraordinary program for my son."

"I think in the long run it will make the big difference in having him get straightened out for the better. Thank you for helping (him) through the court procedures. Kathleen, you are a gifted public defender. We can't thank you enough for all that you did."

**The County's Fire Debris Removal Program (Public Works)** received thanks from a customer who said the result was "way beyond my expectation."

"My property was cleared in a timely and excellent manner. I am so pleased. Very professional crew. My thanks to San Diego County for making this happen and the crew from RORE, Inc. that did the work!"

**Rene Guerra (Proposition 60/90 Section/ARCC)** was called "a fabulous resource" by a homeowner that she assisted.

"She has made this legal process of acquisition by public entity less stressful."

**Kim Dinah (Assessor/Recorder/County Clerk)** was commended for the "excellent service she provided."

"She was very professional and went the extra mile to help this taxpayer."

**Officer Avelino Gimutao (Probation)** received a note of gratitude from the director of Noah's Wish, an animal welfare organization that rescues and shelters animals in disasters, for his help at one of the pet evacuation centers during the October wildfires.

"Thank you for all of your help with shutting down the shelter at QUALCOMM Stadium!"

**Deputy Probation Officers Curtis Stewart, Sergio Velazco and Curtis Butts (Work Project Program/Probation)** were recognized by the City of San Diego's Police Department for their "exceptional contribution during the October Wildfire Relief efforts."

"(Their) willingness to assist in organizing and preparing the enormous amount of donated items from citizens was essential. By creating an efficient process, we were able to get needed items to evacuees throughout the county in a timely manner."

"(We) would like to thank the Officers for their hard work and dedication in assisting our community in their time of need. It was a pleasure working with them and their crews during this very difficult and demanding crisis."

**Maria De Los Angeles Rubalcava (Assessor/Recorder/County Clerk)** received praise for providing great customer service.

"In about 90 seconds she found the document I needed on her terminal and printed it out. I paid her and was out the door...This lady's courtesy and efficiency would have made you proud."

**The Rancho San Diego Branch (Library)** received a note from a customer about the convenience of a County Library service.

"I love the online request service. As a mother of five readers, I put this on my 'top ten' list of things that make my life easier."

**Officer Lori Webber (Animal Services)** helped the owner of a lost dog by helping her set a humane trap. "I want to extend a huge THANKYOU to Animal Services, especially Officer Webber, for helping reunite Hunter and me."

"She (Officer Webber) was very caring and compassionate regarding my situation and showed genuine concern. We left the canyon at sunset hoping Hunter would return. (The next morning) I returned to the trap and Hunter was inside! It was the happiest day of my life to see my boy again."

**Ted Olsen and Warren Bacon (Agriculture, Weights & Measures)** earned the appreciation and respect of some Valley Center ranchers who wrote "Your organization has faithfully aided our ranch...especially in the times like we are experiencing now."

"This year Warren Bacon performed our annual inspection, and as expected, he was professional, efficient and knowledgeable."

"Over the past several years, we have had the pleasure to build up a relationship with Ted Olsen. If it wasn't for Ted's concern and dedication for the well-being of the farmers and their ranches, we would have suffered great losses. Over and over, Ted has been there for us."

## Service Awards

### 35 Years

L. Humberstad Castelan (Sheriff)  
Victoria M. Mangarin (Public Defender)

### 30 Years

Othella M. Burns (Health & Human Services)  
Efrain Garcia (Sheriff)  
Mark Lewis (Inactive Waste Site Management)  
Nick S. Marinovich (Facilities Management)  
Candace C. Nash (Health & Human Services)  
Julia M. Quinn (Public Works)  
Jane L. Sweet (Health & Human Services)

### 25 Years

Robert O. Amador (District Attorney)  
Luis M. Aragon (District Attorney)  
Yunice I. Danque (Health & Human Services)  
Robert N. Eichler (District Attorney)  
Craig E. Fisher (District Attorney)  
Janice Graham-Heather (Chief Administrative Office)  
Mary C. Hudson (Probation)  
Bobbie A. Jones (Environmental Health)  
Evan G. Miller (District Attorney)  
Llewelyn Munter (Environmental Health)  
Diana L. Sharp (Probation)  
Gregory A. Walden (District Attorney)  
Eloy H. Zetina (Facilities Management)

### 20 Years

Rochelle Marie Abrams (Health & Human Services)  
Carolina O. Abugan (Child Support)  
Genevieve Bromley (Health & Human Services)  
Patricia L. Brown (Assessor/Recorder/County Clerk)  
Caroline A. Butts (County Library)  
Eugene R. Cikanek (Animal Services)  
Carla L. Coursol (Environmental Health)  
Millie Faiai (Sheriff)  
Rex D. France (Health & Human Services)

### 20 Years continued

Marcelino Frias (Public Defender)  
Patricia R. Gadd (Health & Human Services)  
Lucia G. Garcia (Health & Human Services)  
Steven M. Gaspar (Fleet Maintenance & Support)  
Francine K. George (Health & Human Services)  
James S. Gohres (Environmental Health)  
Juana G. Gracia (Health & Human Services)  
Frederick J. Gradwohl (Health & Human Services)  
Janet E. Hansen (Sheriff)  
John Hardesty (Health & Human Services)  
Stephen M. Hardy (Assessor/Recorder/County Clerk)  
Larry C. Horsman (Public Works)  
Robert F. Johnson (Sheriff)  
Michael P. Kerouac (Health & Human Services)  
Donald J. King (Health & Human Services)  
Cynthia Lamon (Health & Human Services)  
Eloisa R. Lopez (District Attorney)  
Robyn K. Luke (Human Resources)  
Michelle D. Manues-Smith (Assessor/Recorder/County Clerk)  
Vickie Lee Molzen (Health & Human Services)  
Megan A. Moore (Agriculture, Weights & Measures)  
Dionne M. Murphy (Probation)  
Faith E. Niles (County Library)  
Sebastian Nunez (Health & Human Services)  
Mari L. Perez (Health & Human Services)  
Tuan Q. Pham (Health & Human Services)  
James E. Roberts, Jr. (Sheriff)  
Michele M. Ruiz (Human Resources)  
Ana I. Sibaja-Frazier (Health & Human Services)  
Timothy Smith (Health & Human Services)  
Joe A. Solazzo (Media & Public Relations)  
Leslie A. Spath (Sheriff)  
Roena Calixto Tibayan (County Counsel)  
Carolyn R. Uittenbogaard (District Attorney)  
Ronald B. Upshaw (Probation)  
Noel A. Verrillo (Assessor/Recorder/County Clerk)  
Araceli A. Vitug (Health & Human Services)  
Tami L. Walters (Sheriff)  
Orval Eugene Wells (Public Works)



## In Memoriam

Leroy E. Bennett (Health & Human Services, 1981)	10/07
Alberten Coleman (Health & Human Services, 1984)	11/07
Jane M. Duggan (Health & Human Services, 1979)	10/07
Joe H. Duran (Public Defender, 2007)	10/07
Eric Enell, Jr. (Planning & Land Use, 2007)	10/07
Seth R. Etinger (District Attorney, 1982)	10/07
Ralph Hasson (General Services, 1980)	10/07
Ida W. Hatalsky (Edgemore Hospital, 1978)	9/07
Frances M. Holcomb (Probation, 1973)	11/07
Jane F. Hunt (Health & Human Services, 1983)	9/07
Anna M. Judd (Health & Human Services, 1989)	10/07
Elizabeth S. Kilian (Health & Human Services, 2004)	11/07
Russell J. McCrea (Transportation, 1978)	10/07
Jerry D. Peek (Sheriff, 2003)	7/07
Woodrow Perry (County Auditor, 1977)	9/07
Marian L. Quinlan (District Attorney, 1991)	10/07
William R. Ryan (Information Services, 1999)	10/07
Philip R. Safford (Transportation, 1981)	11/07
Robert A. Seaton (Parks & Recreation, 1978)	10/07
Olive Vivian (Health & Human Services, 1978)	10/07

## Retirements

Michael A. Booth (Public Defender)	Lary G. Johnson (Public Works)
Lori R. Brody (Superior Court)	Merne K. Johnson (Public Works)
Lynne M. Bryant (Environmental Health)	Gregory L. Kaufman (Probation)
Rosa M. Castilleja (Superior Court)	Dorothy J. King (Health & Human Services)
Rolando H. Celestino (Health & Human Services)	Ricardo V. Martinez (Fleet Maintenance Support)
Lenora M. Chavez (Health & Human Services)	Karen L. Miner (Health & Human Services)
Roy V. Cruz (Sheriff)	Daniel W. Pledger (Superior Court)
Neil G. Delrosario (Health & Human Services)	Edmundo L. Ritarita (Probation)
Linda M. Ellis (Probation)	Christine M. Romero (Health & Human Services)
Louise Gresham (Health & Human Services)	Mary Roof (District Attorney)
Teresia A. Harvey (Superior Court)	William A. Stocks (Planning & Land Use)
Lang L. Hergh (Health & Human Services)	Barbara L. Thureson (Health & Human Services)
John P. Hoapili (Sheriff)	Ana Torres-Nolan (Superior Court)
Gerardo V. Jabinal (Superior Court)	Gloria E. Verduzco (Health & Human Services)
Farida C. Jaravata (Health & Human Services)	Yvonne L. Young (Treasurer-Tax Collector)
Milton L. Jeffries (Wastewater Management)	Joal Zelechowski (Sheriff)